



100 DAY PLAN UPDATE

by RDML Michael Hardee, Commander, Fleet Readiness Centers

Many significant initiatives are in work around the command and I'd like to take this moment to update you on how we're progressing with the 100 day plan. With only about 23 more days to go, we're moving quickly to accomplish some very ambitious but achievable goals.

COMMANDER'S ALL HANDS

FLEET READINESS CENTERS

Patuxent River, MD

Learn more about FRCs online at:
<http://www.cnaf.navy.mil/navriip/>

POC: Susu Kulow
FRC Communications Team
Phone: 301.757.9034
susu.kulow.ctr@navy.mil

OPERATE FRC AREA COMMANDS AS COHESIVE UNITS

Every month I hold a Production Financial Review with COs and XO's of all six FRC area commands. Starting last month former depot COs began reporting on subordinate former IMA production while former AIMDs are reporting on depot production executed by former Depot detachments. This is a significant milestone for FRC, folks. We still have a ways to go to unify the FRC team but we are off to a strong start in evolving our maintenance team and how we think about our business.

COMPLETE FIRST WAVE OF ARTISAN MOVEMENTS

In December 2006, we successfully moved 12 artisans to former AIMD sites. By working shoulder-to-shoulder with I-level techs, the artisans have already begun to interdict BCMs, resulting in increased repair velocity for our warfighter and avoidance of costs for naval aviation and our taxpayers. This is a win-win situation and will only improve as we continue to identify and move artisans closer to our fleet customer.

EXAMINE AND RESHAPE AIRSPEED

An AIRSpeed team lead is being identified this month. Stay tuned for more information on this.

GENERATE, MEASURE & REPORT COST AVOIDANCES

Since October 2006, FRC has cost-avoided \$5.6 million from the BCM interdictions our forward-based artisans are performing every day. We are committed to generating, measuring and reporting even greater savings as we continue to move Artisans closer to the fleet.

ESTABLISH COMMON PRODUCTIVITY METRICS

The depot metric team has completed metrics for airframes and engines and is now working on components. The identification of common production performance goals will have a direct impact on the reduction of TAT and reduced WIP. More to follow.

PUBLISH VISION & STRATEGY FOR:

Financial & Maintenance Systems. AFIS was chosen as the single budgetary financial system, partnering with DIFMS as the single execution system. We are in the process of modernizing our systems and applications to ensure they support and automate the BCM interdiction process.

Capitalization and Recapitalization of Plant and Equipment. To ensure FRCs meet future needs, we have a team that is working on a six-month AIRSpeed Blackbelt project to increase effectiveness and efficiency of planning and installation processes of equipment.

Establishment of Centers of Excellence. Draft 1 of the COMFRC strategic guidance is in work to outline the plan to establish COEs in direct support of the NAE's goal to optimize the cost of doing business.

Deployment of NSPS. The plan for migration to NSPS is in initial development.

Migration of IT systems to ERP. Top level requirements were developed and validated with the Navy ERP program office and supported by FFC N43 as a PR-09 issue to transition "back office" FRC applications to Navy ERP during FY11-13. "Back office" consists of financial, workforce, acquisition/procurement and supply functions. Maintenance, Repair and Overhaul functions would remain in existing NALCOMIS and/or NDMS applications with appropriate interfaces to Navy ERP. Given the complexity of this migration, you can expect this will be an ongoing process.

ESTABLISH STRATEGIC RELATIONSHIPS WITH LOCKHEED MARTIN AND JSF ORIGINAL EQUIPMENT MANUFACTURERS

The JSF proposal plan is in work and draft 1 is expected this month. This document will outline support needed for the JSF FRC proposal team: skills, experience, membership, and work requirements.



COMMANDER'S ALL HANDS

by RDML Michael Hardee, Commander, Fleet Readiness Centers

DESIGN OUR FUTURE....

In addition to focusing on our 100 day plan, we're also implementing a program at COMFRC that promotes knowledge sharing between HQ COMFRC and subject-matter experts from the area commands called the COMFRC Leadership Rotation Program (LRP).

Program Background

The LRP is a voluntary, 120-day temporary assignment with COMFRC headquarters at NAS Patuxent River, Maryland. The program is open to GS-13s, GS-14s and GS-15s who are currently assigned to an FRC area command. Note: GS-13s and GS-14s are eligible to receive a temporary promotion during this TDY/TAD assignment.

Program Objectives

This program was initiated in the fall of 2006 to serve two objectives:

1. Offer opportunities for individuals from FRC area commands to bring their 'field perspective' to the COMFRC headquarters team in direct support of the design and development of command policy and processes.
2. Contribute to career development and professional growth of the FRC team.

Program Details

One LRP candidate will be selected every 120 days, effective immediately. Candidates will be selected based leadership/career potential and HQ COMFRC work requirements. All assignments will be in any area/department of HQ COMFRC.

Application Process

To apply for an assignment with the COMFRC Leadership Rotation Program, please submit your resume along with a statement that captures your career objective and desired path to that objective to Ms. Michele DeMoss-Coward no later than **Friday, February 9th, 2007**.

POC:

Ms. Michele DeMoss-Coward

Total Force Management Lead, COMFRC

22176 Elmer Road, Room 231

Patuxent River, MD 20670

Phone: (301) 342-2586

michele.demosscowar@navy.mil

I want to thank each and every one of you for your hard work today and every day. Your personal commitment to excellence allows us to build upon our current success to secure the future of naval aviation. The transformation to FRCs is no simple task, but I am confident that our team has the right knowledge, skills, and abilities to 'fix it once, fix it right, and fix it on time.' Press on!

WELCOME ABOARD HQ COMFRC STAFF

MS. MICHELE DEMOSS-COWARD

joins HQ COMFRC from AIR 1.1 as our Total Force Management lead.

CAPT "GORDY" COWARD

assumes the role of HQ COMFRC Production Officer (Maintenance Material Control Officer) across the COMFRC enterprise.

CAPT TIM HOLLAND

steps in as the HQ COMFRC Chief of Staff, temporarily holding a dual-hatted role with his current IT responsibilities until a permanent deputy IT lead is selected.

RETIRED U.S. NAVY

CAPTAIN JIM WOOLWAY

joins HQ COMFRC as our Deputy Director of Business Management.

LT JAMES CHERRY

joins HQ COMFRC from VX-9 at China Lake as Flag Aide to RDML Hardee.

COL LEANDRO BAILEY

joins HQ COMFRC as our USMC integration lead.